

**Town of North Andover  
Position Classification  
Personnel Policy Employees  
As of 1/1/16**

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**Grade E-19**

Fire Chief  
Police Chief  
Director - Public Works  
Assistant Town Manager

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**Grade E-18**

Director - Community Development  
Finance Director / Town Accountant  
Finance Director  
Superintendent - Water Treatment Plant

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**Grade E-17**

Information Technology Director (consolidated)  
Operations Manager - Public Works  
Facilities Management Director (consolidated)  
Director of Engineering  
Deputy Fire Chief  
Senior Network Manager - IT  
Human Resources Director/Director  
Community Services

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**Grade E-16**

Director - Youth & Recreation Services  
Assessor  
Inspector of Buildings  
Director - Library  
Human Resources Director

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**Grade E-15**

Ass't Operations Manager - Public Works  
Administrative Services Director - Police  
Town Clerk  
Public Health Director  
Ass't Supt - Water Treatment Plant  
Treasurer/ Collector

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**Grade E-14**

Town Planner  
Director - Elder Services  
IT Network Manager  
Conservation Administrator  
Staff Engineer

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**Grade E-13**

Director, Stevens Estate  
Executive Assistant - Town Manager

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**Grade E-12**

IT Systems Support Analyst  
Assistant Library Director  
Human Resources Benefits Specialist  
Local Building Inspector  
Assistant Director, Community Development  
District Director of Veterans Services

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**Grade E-11**

Administrative Ass't - Community Dev.  
Public Health Nurse  
Senior Water Analyst  
Director - Stevens Estate  
Assistant Assessor (2)  
WTP Lab Director  
Assistant Town Clerk  
GIS Analyst  
Assistant Town Accountant  
Health Inspector  
Electrical Inspector

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**Grade E-10**

Asst. Director Outreach Worker - Elder Services  
Plumbing & Gas Inspector  
Administrative Asst - Veterans

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**Grade E-9**

Conservation Field Inspector  
Support Services Coord. - Youth & Rec Services  
Community Service Officer  
Elder Client Assistant/Program Coordinator  
Payroll Coordinator

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**Grade E-8**

Social Program Coord. - Youth & Rec Services  
Program Coordinator - Youth & Rec Services

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**Grade E-7; E-1**

Reserved for Future Use

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**Grade S-1**

Director - Emergency Management

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**Grade H-7**

Crossing Guards - Police Department  
Matron - Police Department  
Cell Monitor - Police Department  
Stevens Pond Director  
Ropes Course Instructors (Grades H4-H7)

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**Grade H-6**

Stevens Pond Assistant Director

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**Grade H-5**

Youth Center Program Leaders/Coord.  
Elder Services P.T. Receptionist

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**Grade H-4**

Stevens Pond Lifeguard  
Youth Center Program Leaders/Coord.

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**Grade H-3**

Reserved for Future Use

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**Grade H-2**

Reserved for Future Use

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**Grade H-1**

Youth and Recreation Workers  
Stevens Pond Gate Attendant

E = Exempt  
S = Stipend  
H = Hourly

12/22/2015